

Heartland Area Education Agency  
 Certified Union 2022-2023 Combined Salary Schedule for 192 Days

	B.A.	B.A.+15	M.A.	M.A.+15	M.A.+30	M.A.+45	Doctorate
2	48,791	50,914	53,597	55,012	56,426	57,843	59,258
<i>with benefits*</i>	69,030	71,528	74,685	76,349	78,013	79,680	81,345
3	50,091	52,214	54,897	56,312	57,728	59,144	60,560
	70,560	73,058	76,214	77,879	79,545	81,211	82,876
4	51,394	53,514	56,199	57,614	59,028	60,445	61,860
	72,093	74,587	77,746	79,411	81,074	82,741	84,406
5	52,691	54,815	57,498	58,913	60,330	61,747	63,162
	73,619	76,118	79,274	80,939	82,606	84,273	85,938
6	53,994	56,116	58,798	60,214	61,631	63,046	64,462
	75,152	77,648	80,804	82,469	84,137	85,801	87,467
7	55,296	57,418	60,101	61,516	62,929	64,346	65,764
	76,683	79,180	82,336	84,001	85,664	87,331	88,999
8	56,597	58,717	61,400	62,817	64,232	65,647	67,067
	78,214	80,708	83,865	85,532	87,197	88,861	90,532
9	57,897	60,020	62,702	64,117	65,534	66,947	68,365
	79,744	82,241	85,397	87,061	88,728	90,391	92,059
10	59,199	61,320	64,292	65,709	67,122	68,539	69,952
	81,275	83,771	87,267	88,934	90,597	92,264	93,926
11	60,498	62,619	65,882	67,298	68,712	70,128	71,545
	82,804	85,299	89,138	90,804	92,467	94,133	95,800
12	61,798	63,922	67,471	68,887	70,305	71,716	73,136
	84,333	86,832	91,007	92,673	94,341	96,001	97,672
13	63,630	65,753	69,061	70,475	71,893	73,308	74,726
	86,488	88,986	92,878	94,541	96,210	97,874	99,543
14	65,459	67,583	70,652	72,068	73,481	74,897	76,314
	88,640	91,139	94,750	96,415	98,078	99,744	101,411
15	66,761	68,884	72,242	73,657	75,071	76,488	77,904
	90,172	92,670	96,620	98,285	99,948	101,616	103,281
16	68,352	70,473	73,833	75,247	76,661	78,078	79,494
	92,044	94,539	98,492	100,155	101,819	103,486	105,152
17	69,940	72,064	75,420	76,837	78,253	79,668	81,083
	93,912	96,411	100,359	102,026	103,692	105,357	107,021
18	71,533	73,655	77,010	78,427	79,842	81,256	82,673
	95,786	98,283	102,230	103,897	105,561	107,225	108,892
19	73,121	75,245	78,601	80,017	81,431	82,846	84,264
	97,654	100,153	104,101	105,767	107,431	109,096	110,764
19L/20	74,211	76,383	80,190	81,609	83,021	84,437	85,855
	98,937	101,492	105,971	107,640	109,301	110,967	112,636
21			81,780	83,196	84,612	86,029	87,443
			107,841	109,507	111,173	112,840	114,504
22			83,372	84,787	86,202	87,617	89,033
			109,714	111,379	113,044	114,709	116,374
23			84,961	86,375	87,791	89,205	90,623
			111,584	113,247	114,913	116,577	118,245
23L/24			86,159	87,604	89,381	90,796	92,214
			112,993	114,693	116,784	118,449	120,117
24L					90,642	92,088	93,538
					118,267	119,969	121,675

\*benefit rate for health is family \$1000 deductible plan